



Administrative Progress Report (APR) April 2006

To: POST Commissioners and Advisory Committee

From: KENNETH J. O'BRIEN
Executive Director

The APR is a monthly status report intended to inform POST Commissioners and law enforcement officials of recent progress on POST projects and instructional programs currently under development, and other information of interest relating to POST.

GOVERNOR ATTENDS CHIEFS' WORKSHOP

Governor Arnold Schwarzenegger made a brief presentation and took questions from Chiefs of Police attending a training workshop on April 19, 2006. The workshop was attended by Chiefs of Police from San Diego, Orange, and Los Angeles Counties.

The Governor talked about efforts by the State to return to financial stability, improve the infrastructure, and his efforts to work with the Legislature to improve conditions for all Californians.

The Chiefs' Workshop was a joint effort by the Chiefs' Associations from the three counties to provide quality presenters to address important and emerging issues. Other presentations included Gordon Graham, of Graham Research Consultants, who discussed seeking excellence in organizations, and Michael Josephson, President of the Josephson Institute for Ethics, who discussed the importance of character, amendments to the three strikes law, illegal immigration issues, legal updates, the impact of three percent at 50 on agencies, strategic planning, and homeland security issues.

This is the second year that the three county Chiefs' Associations have joined together to address common issues and to pool resources to bring quality presenters to the workshop.

Questions about the Chiefs' Workshop may be directed to Senior Consultant Gary Sorg, Center for Leadership Development and Homeland Security, at (916) 227-2822 or by email at Gary.Sorg@post.ca.gov, or to Senior Consultant Ed Pecinovsky, Training Delivery and Compliance Services Bureau, at (916) 227-4873 or by email at Ed.Pecinovsky@post.ca.gov.

WORKSHOPS CONDUCTED FOR PERSONALITY TESTING PROJECT

Work continues on the project to examine the feasibility of introducing personality testing into the hiring process for law enforcement candidates. Such testing assesses the attributes that are often used to describe a person's character (e.g., dependable, sociable, self-assured), and are commonly used to "screen in" persons who score the highest on the tests.

A series of half-day workshops, held at 14 meeting locations around the state, concluded in April. The purpose of these workshops was to gather input from Field Training Officers (FTO) and Patrol Sergeants regarding the types of personality attributes that show the greatest promise for personality testing in the law enforcement hiring process. In total, 188 FTOs and Sergeants, representing nearly 100 police and sheriffs' departments, reviewed job analysis information for this purpose.

Questions about the Personality Testing Project may be directed to Special Consultant John Berner, Standards and Evaluation Services Bureau, at (916) 227-4828 or by email at John.Berner@post.ca.gov.

POST CERTIFICATE TRACKING DATABASE DEVELOPED

A new in-house database application has been developed by David Manhart, Information Services Bureau, and Evalina Olivarria, Administrative Services Bureau. The new database automates tracking, issuing, and reporting of requests for POST certificates. The database includes a basic search engine, an ability to give high-priority to returned certificates, automated Application Correction Letters for returned certificates, and a Duplicate Requests Received report. The database also provides statistical management reports on the types of certificates requested.

The use of the database significantly reduces the amount of time spent researching whether a certificate application has already been received. The amount of time saved (down from 30 minutes per application to approximately 30 seconds) on researching and processing duplicate requests enables the Certificates Unit staff to devote more time to processing applications. This has already resulted in a noticeable reduction of the certificate application backlog.

Questions about the Certificate Tracking Database may be directed to Staff Services Analyst Mike McVean, Administrative Services Bureau, at (916) 227-4253 or by email at Mike.McVean@post.ca.gov.

FIREARMS SKILLS TEST DEVELOPMENT PROJECT CONTINUES

The Firearms Skills Test Development Committee met in Sacramento on April 12-13, 2006. Work was completed on the outline of behaviors demonstrated by firearms users. These observable behaviors will serve as the basis for evaluating firearms skills in POST basic courses.

Questions about the Firearms Skills Test Development Project may be directed to Personnel Selection Consultant Bob Holmgren, Standards and Evaluation Services Bureau, at (916) 227-4537 or by email at Bob.Holmgren@post.ca.gov.

TERRORISM LIAISON OFFICER (TLO) COURSE

POST, in collaboration with the California Specialized Training Institute (CSTI), has been presenting the Terrorism Liaison Officer (TLO) Course within the four Regional Terrorism Threat Assessment Center (RTTAC) areas. The TLO course is a 40-hour course to train personnel that participate in the statewide intelligence-gathering system. The course was presented April 24-28, 2006, in Concord to train 38 personnel from agencies in the Northern California RTTAC area. To date, over 750 trainees have attended these presentations.

The course has been approved by the federal Office of Grants and Training (G&T) and agencies may use Homeland Security Grant Program or Urban Area Security Initiative (UASI) grant funds to pay for tuition, travel, and per diem to send personnel to this course. Trainees receive 40 hours of continuing professional training (CPT) credit for successful completion of the course.

POST will schedule four additional presentations of the TLO course after July 1, 2006. One course will be presented within each of the four RTTAC areas. Information about course dates and locations will be posted on the POST website at <http://www.post.ca.gov/Whats-New/lert.asp>.

Questions about the Terrorism Liaison Officer course may be directed to Special Consultant Ken Whitman, Homeland Security Training Program, at (916) 227-5561 or by email at Ken.Whitman@post.ca.gov.

WESTERN STATES IADLEST MEETING

On April 4-6, 2006, Assistant Executive Director Dick Reed and Bureau Chief Frank Decker attended the West Region meeting of the International Association of Directors Law Enforcement Standards and Training (IADLEST) in Mesa, Arizona. POST directors and representatives from Nevada, Washington, Utah, Montana, Arizona, and Hawaii were present.

The purpose of the meeting was to share information impacting law enforcement selection and training in the Western United States. Topics included recruitment problems, cost-containment of background investigations, leadership programs and pre-employment physical screening, and policy implications in the deployment of electronic weapons (Taser, etc.).

Those in attendance were especially interested in receiving California's recently published SWAT Guidelines and the soon-to-be published *California Law Enforcement Officers Killed and Assaulted in the Line of Duty* (LEOKA) update report. Many states do not have the resources to fund research projects and must rely on material such as the case studies in the LEOKA report to develop officer survival and tactical response training in their states.

California is interested in a new leadership program that is being developed in Arizona. The program is designed from the IACP Leadership model; it includes four one-week sessions with a break between each session for students to study and apply new concepts at their worksites. Cost of the program is \$40 to \$50, excluding room, board, and transportation. Instructors are compensated by their own agencies; not from Arizona Department of Public Safety.

The first course (4 sessions) will be offered in September and December 2006, and February and April 2007. California POST will monitor this new program.

On the afternoon of April 5, the group toured TASER, International, in Scottsdale, AZ. Executive staff from TASER showed IADLEST members the production, assembly, and quality control operations at the plant.

At the conclusion of the meeting, California POST volunteered to host the next West Region meeting on April 3-5, 2007.

Questions about the IADLEST meeting may be directed to Assistant Executive Director Dick Reed, Executive Office, at (916) 227-2809 or by email at Dick.Reed@post.ca.gov, or to Assistant Executive Director Mike DiMiceli, Executive Office, at (916) 227-2808 or by email at Mike.DiMiceli@post.ca.gov.

ADMINISTRATIVE SERVICES BUREAU'S WEBSITE ENHANCED

The Administrative Services Bureau's website recently underwent a considerable updating. Sally Nietering, Computer Services Bureau, developed the improvements to the website. The most significant change is the addition of the Professional Certificates Program and updating of the Certificates web page and links. Interested clients can click on the email address at the end of the web page to send questions to staff in the POST Certificates Unit. Staff will reply daily to those questions and will track the questions to identify frequently asked questions. Those questions will be added to the new section of the website entitled "Frequently Asked Questions (FAQs)," of which there are currently 15 FAQs. There is also a direct email link, in addition to a FAQ page, from the Reimbursements web page to contact staff in the POST Reimbursements Unit with questions.

Questions about the Administrative Services Bureau's web page may be directed to Bureau Chief Tom Liddicoat, Administrative Services Bureau, at (916) 227-3928 or by email at Tom.Liddicoat@post.ca.gov.

POST WELCOMES NEW CONSULTANTS

Gabriel (Gabe) Harp became POST's newest Law Enforcement Consultant on April 3, 2006, when he was assigned to the Basic Training Bureau. Prior to coming to POST, Gabe worked more than 30 years with the San Francisco Police Department where he retired as a lieutenant in 2000. At one point in his career, Gabe served as the coordinator for the San Francisco Police Academy. During his career, and following retirement, Gabe also served as an instructor for the academy in several subjects, including report writing. For the past three years, Gabe taught Language Arts at St. James Middle School in San Francisco.

Also new to POST is Patricia “Tricia” Chisum. Tricia began her law enforcement career in the Yuba County and Placer County Sheriff’s Departments. She spent the last 18 years of her law enforcement career with the Sacramento District Attorney’s Office where she was the Chief of Investigations. Tricia has a Bachelor’s Degree in Sociology and a Master’s Degree in Criminal Justice. She presently serves as an adjunct professor at Sacramento City College, where she teaches classes in Criminal Investigation and Introduction to Administration of Justice. Tricia is a Law Enforcement Consultant II and has been assigned to the Training Program Services Bureau.

Gregory “Greg” Kyritsis concluded a distinguished 31-year career with the San Bernardino County Sheriff’s Department, retiring at the rank of captain in 2005. Greg has been a Management Fellow at POST, working on special projects, since his retirement. Through his career with the Sheriff’s Department, Greg worked in detentions, patrol, fraud/forgery, homicide, internal affairs, and at the academy. He did four separate tours at the academy (corporal, sergeant, lieutenant and captain). He is best-known at POST for his skills as a training manager and Academy Director. Greg has accepted a position as a Law Enforcement Consultant II and will be assigned to the Management Counseling Services Bureau.

We welcome Gabe, Tricia, and Greg to POST and look forward to working with them.

PROMOTIONS AND TRANSFERS OF CURRENT POST EMPLOYEES

Effective May 2, 2006, the following promotions and transfers occurred:

Ronald “Ron” Wood, Law Enforcement Consultant II in the Training Delivery and Compliance Services Bureau, has been promoted to Bureau Chief. Ron served at the Fresno County Sheriff’s Department for 17 years before serving as a captain (4 years), then chief of police (9 years) in Greeley, Colorado, and chief of police for 5 years in Federal Way, Washington. He came to POST in 2001. Ron has a Master’s Degree in Public Administration and a second Master’s Degree in Criminology. He has been assigned to the Management Counseling Services Bureau as the Bureau Chief.

Robert “Bob” Stresak, Law Enforcement Consultant II in the Basic Training Bureau, has been promoted to Bureau Chief. Bob served on the Los Angeles Police Department for 27 years before retiring at the rank of Detective Supervisor, and accepting a position as Assistant Director at the California Youth Authority. After 2 years with the CYA, Bob served briefly at the Inspector General’s Office before accepting a position at POST in 1999. Bob began his service at POST in the Training Program Services Bureau. In 2000, he was transferred to the Basic Training Bureau. He is presently in charge of the Basic Course Consortium and the Basic Course workbook project. Bob has been transferred to the Executive Office where he will assume the duties of the POST Legislative Liaison.

Ray Bray, Bureau Chief in the Training Program Services Bureau, has been transferred to the Center for Leadership Development Bureau; Alan Deal, Bureau Chief/Legislative Liaison in the Executive Office, has been transferred to the Training Program Services Bureau; and Richard Bond, Law Enforcement Consultant II in the Basic Training Bureau, will assume Bob Stresak’s assignment as the coordinator of the Basic Course.

CALENDAR OF EVENTS ON THE POST WEBSITE

Due to security concerns, the POST Calendar of Events is located within the Flagship Network on the POST Website. The Flagship Network is an electronic bulletin board for the Commission and sworn law enforcement personnel that is accessed through a user identification and password.

Information about obtaining access is located at http://www.post.ca.gov/library/p_ch/flagship_bb.asp. If you have access to the network but have forgotten your user identification or password, please send an email to clearinghouse@post.ca.gov.

LEGISLATIVE UPDATE

Information regarding bills with a Commission position appears on the following page. The POST website provides access to legislative information as follows:

Assembly Bills of interest to law enforcement:

- By Assembly Bill Number: <http://www.post.ca.gov/about/legislation/AssemblyBills.pdf>
- By Author Name: <http://www.post.ca.gov/about/legislation/AssemblyAuthors.pdf>

Senate Bills of interest to law enforcement:

- By Senate Bill Number: <http://www.post.ca.gov/about/legislation/SenateBills.pdf>
- By Author Name: <http://www.post.ca.gov/about/legislation/SenateAuthors.pdf>

Bills with a Commission position:

<http://www.post.ca.gov/about/legislation/position.doc>

STATUS OF LEGISLATION ON WHICH THE COMMISSION HAS TAKEN A POSITION

The following are bills in Legislative Session 2005-06 on which the Commission has taken, or will consider taking, a position. Other bills of interest to law enforcement stakeholders may be viewed at <http://www.post.ca.gov/about/legislation.asp>.

Bill # and Author	Title, Summary and Commission Position	Status of Bill
<u>AB 542</u> (Huff)	Commission on Peace Officer Standards and Training: This bill would require POST to permit law enforcement volunteers who have the approval of their chief of police or sheriff for which the volunteers intend to perform services, to attend any training course which the Commission provides. It would require POST to establish minimum training standards, develop initial and refresher training, and establish a certification program for volunteers. Commission Position: Oppose unless amended	ASM Died (1-10-06)
<u>AB 1942</u> (Nava)	Arrest of Caretaker Parents or Guardians of Minors: This bill would require POST to develop guidelines and training for use by state and local law enforcement officers to address issues related to child safety when a caretaker parent or guardian is arrested. It would express Legislative intent regarding the development of protocols by law enforcement and other entities pertaining to arrested caretaker parents or guardians of minors to ensure the safety and well-being of affected minors. Commission Position: Neutral	Senate Rules Comm. (4-20-06)
<u>AB 2183</u> (Spitzer)	Peace Officer Training: Physical Fitness: This bill would require POST to develop guidelines for a voluntary physical fitness program for any agency that employs peace officers. It would authorize agencies that participate in the program to receive state aid. It would appropriate \$10 M from the general fund to POST to develop the guidelines and provide funds to participating agencies. Commission Position: Oppose	ASM Approp. Comm. (4-26-06)
<u>AB 2300</u> (Parra)	Crime Prevention Programs: Crime Stoppers Program: This bill would to authorize counties to establish local crime stopper programs; provide immunity from liability to persons who report criminal activity to a local Crime Stoppers program; provide immunity from liability to persons who act on reports of criminal activity; and authorize a board of supervisors of a county to impose additional monetary criminal penalty (\$3 per fine) to fund these local programs. Commission Position: Oppose unless amended	ASM Public Safety Comm. (4-25-06)

Bill # and Author	Title, Summary, & Commission Position	Status of Bill
<u>AB 2465</u> (De La Torre)	Pedestrian-Bicyclist Safety: Vehicles: School Safety Zones: This bill would authorize a pilot in Los Angeles County, cities within the county and school districts to establish a school pedestrian-bicyclist safety program within school zones. It would authorize that specified violations committed by drivers of vehicles within these zones would result in doubling of the fine for these offenses. Law enforcement agencies requested by the program administrator to assist in enforcement would be required to provide agency resources without additional funding. Commission Position: No position	ASM Trans. Comm. (4-24-06)
<u>SB 1227</u> (Denham)	Prima Facie Speed Limits: Schools: School Zones: This bill would authorize a pilot study for the Counties of Merced and Monterey, cities with these counties and school districts to establish a school pedestrian-bicyclist safety program within school zones. It would reduce the "school zone" speed limit from 25 mph to 20 or 15 mph. Commission Position: No position	Sen. Approp. Comm. (4-18-06)
<u>SB 1761</u> (Poochigian)	Victim Services: This bill would create the Victim Trauma Recovery and Child Advocacy Center Funds. It would authorize counties to establish child advocacy centers to coordinate the activities of various agencies involved in the investigation and prosecution of alleged child abuse and mitigation of family violence. It would authorize the Office of Emergency Services to administer the grant program associated with county child advocacy centers. It would redistribute funds within the State Penalty Fund, including increasing the Peace Officers' Training Fund by 9.5%. Commission Position: Neutral	Sen. Approp. Comm. (4-18-06)
<u>SB 1773</u> (Alarcon)	Fines and Forfeitures: This bill would authorize boards of supervisors to increase an existing penalty assessment to \$2 for every \$10 of fines, penalties, and forfeitures collected for criminal offenses. It would require 75% of the funds collected in this manner to be deposited into the Maddy Emergency Medical Services Fund, 15% to be deposited into the "Richie Fund" for expenditures related to pediatric trauma centers, and 10% of the funds collected to be used to address administrative costs. Commission Position: Oppose	Sen. Health Comm. (4-26-06)

Bill # and Author	Title, Summary, & Commission Position	Status of Bill
<u>AB 2133</u> (Torrico)	Peace Officers: Racial Profiling: Traffic Stops: This bill would expand an existing pilot program regarding peace officer racial profiling to all law enforcement agencies that conduct traffic stops; it would require POST to develop training and law enforcement agencies to develop policy, provide training, and collect specified data; it would require the training to be completed by March 1, 2007, and annually thereafter. Commission Position: Oppose unless amended	ASM Public Safety Comm. (4-25-06)
<u>AB 2646</u> (Daucher)	Local Government: Coroners: This bill would require POST to evaluate the need to include specified training in the coroner's death investigation course to address terminal illness deaths attended by licensed hospice care providers. Commission Position: Neutral	ASM Pub Safety Comm. (4-25-06)